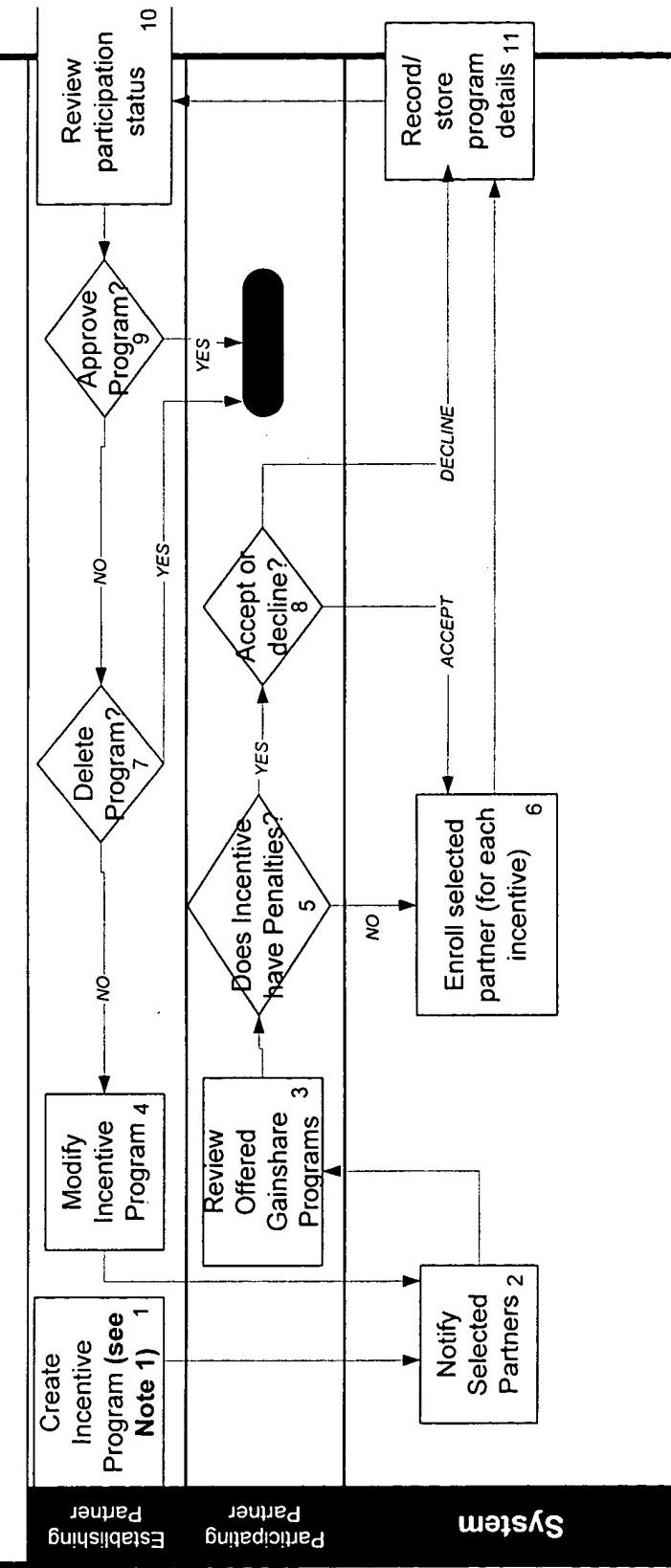


Figure 1

Create/Modify Gainshare Incentive Programs



Note 1

Establishing Partner must specify/select:

- 1) invited Partners,
- 2) Key Performance Indicators,
- 3) Minimum required performance level,
- 4) financial reward (consequence),
- 5) indicator measurement period, and
- 6) program duration period (start and end dates).

Figure 2

